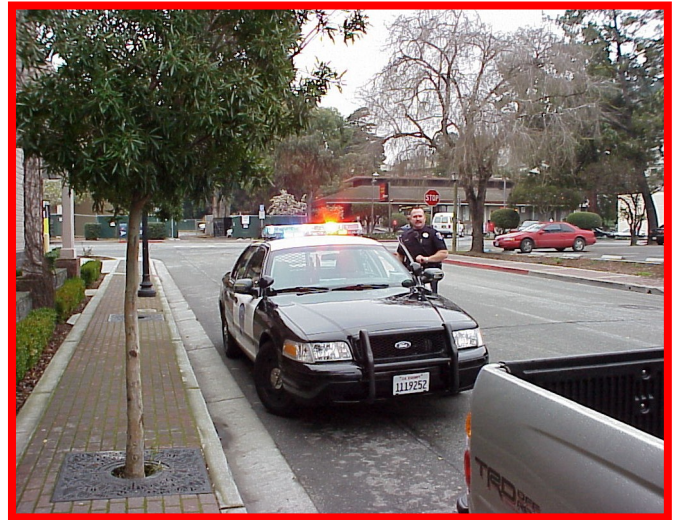




# Belmont Police Department



## Annual Report 2003



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## SERVICE DELIVERY INITIATIVE

The City Council adopted performance budgeting in 2001 as part of the Service Delivery Initiative. The first set of City operations to be converted to this new way of presenting and thinking about budgeting became operational on July 1, 2002. This section of this report presents the results of the first year performance measures for Police, which will be used as a baseline for comparison in future years.

The overall goal of SDI is for the City to be more of a customer-driven, results-oriented organization. It will enable the City Council and staff alike to focus on outcomes and results, rather than dollars and inputs. SDI gives the City Council, the voice of the community, the tools they need to do their job effectively: complete information and sound recommendations from staff. From that, they can provide clear policy direction to staff.

### Mission of the Belmont Police Department

Provide the community with a safe environment and a feeling of safety by providing quality community-oriented police services, *through*:

- The impartial enforcement of laws
- The prevention and deterrence of crime
- The apprehension and prosecution of offenders
- Responding to emergency and non-emergency calls in a timely manner
- Managing a safe flow of traffic
- Collaborative resolution of public safety problems
- Coordinating Emergency Preparedness services, and
- Quality and timely support services; *so that*:

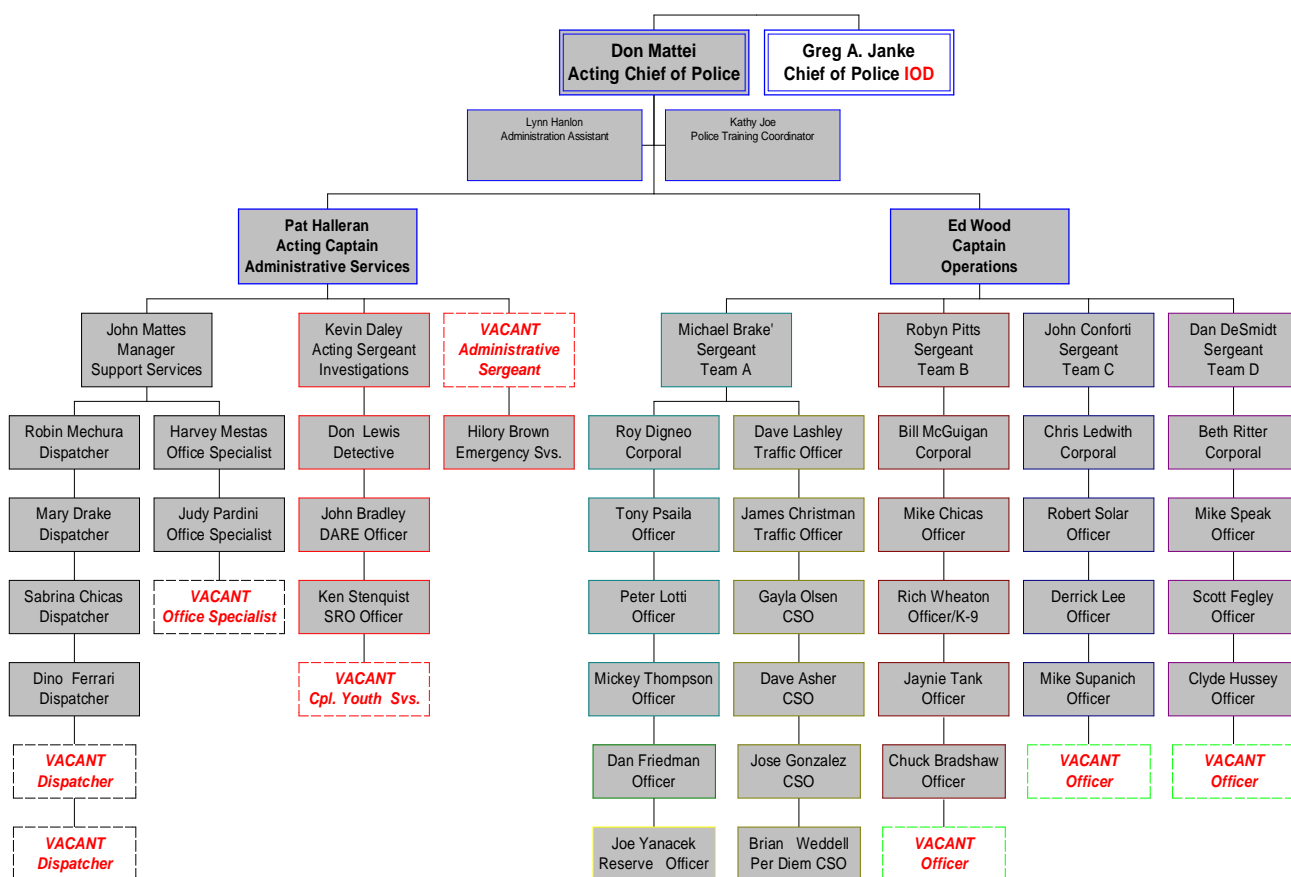
### Measures

|  |
|--|
| 1. The customer satisfaction rating is X%. *   |
| 2. The three-year rolling average weighted crime rate is <b>133%</b> of that of comparable cities, and <b>63%</b> of the San Mateo County rate. ** |
| 3. The perception of safety rating is <b>96%</b> . ***   |
| 4. The three-year rolling average accident rate will be maintained at or below <b>257</b> .  |
| 5. The budget/cost ratio is at least <b>1.09</b> . ****  |
| 6. The average response time is <b>6.0</b> minutes for emergency calls and <b>8.9</b> minutes for non-emergency calls.                             |
| 7. The three-year rolling average weighted clearance rate is <b>18%</b> . *****  |

# Belmont Police Department

## Organizational Chart

2004



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**Years of Service to the City of Belmont**  
**Average Years of Service Sworn Personnel: 9.84**

| Sworn Employees  | Years of Service<br>as of 1/1/04 | Title                                  |
|------------------|----------------------------------|--|
| Greg Janke       | 2.96                             | Chief of Police                        |
| Don Mattei       | 23.57                            | Acting Chief of Police                 |
| Ed Wood          | 16.11                            | Captain Field Services                 |
| Pat Halleran     | 23.35                            | Acting Captain Administrative Services |
| Robyn Pitts      | 18.09                            | Sergeant                               |
| Michael Brake'   | 14.87                            | Sergeant                               |
| John Conforti    | 7.58                             | Sergeant                               |
| Dan DeSmidt      | 16.48                            | Sergeant                               |
| Kevin Daley      | 19.16                            | Acting Detective Sergeant              |
| Roy Digneo       | 22.56                            | Corporal                               |
| Mike Speak       | 20.45                            | Officer                                |
| Bill McGuigan    | 20.00                            | Corporal                               |
| Robert Solar     | 18.93                            | Officer                                |
| Derrick Lee      | 18.48                            | Officer                                |
| Tony Psaila      | 14.60                            | Officer                                |
| Mike Supanich    | 11.71                            | Officer                                |
| Scott Fegley     | 7.81                             | Officer                                |
| Chris Ledwith    | 7.58                             | Corporal                               |
| Dave Lashley     | 6.33                             | Traffic Officer                        |
| Jim Christman    | 6.33                             | Traffic Officer                        |
| Don Lewis        | 4.51                             | Detective                              |
| Clyde Hussey     | 4.49                             | Officer                                |
| Mike Chicas      | 3.86                             | Officer                                |
| John Bradley     | 3.35                             | D.A.R.E. Officer                       |
| Beth Ritter      | 3.16                             | Corporal                               |
| Rich Wheaton     | 3.16                             | K-9 Officer                            |
| Jaynie Tank      | 2.96                             | Officer                                |
| Ken Stenquist    | 2.67                             | School Resource Officer                |
| Pete Lotti       | 2.58                             | Officer                                |
| Chuck Bradshaw   | 2.31                             | Officer                                |
| Michael Thompson | 2.10                             | Officer                                |
| Dan Friedman     | 1.31                             | Officer                                |

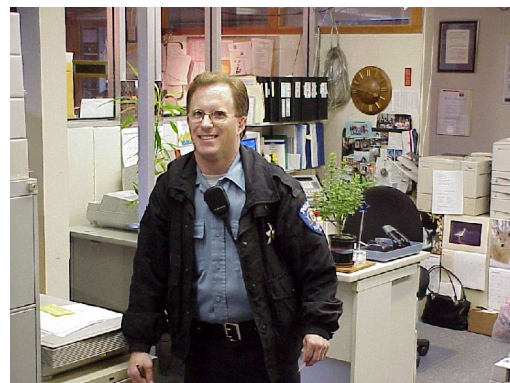
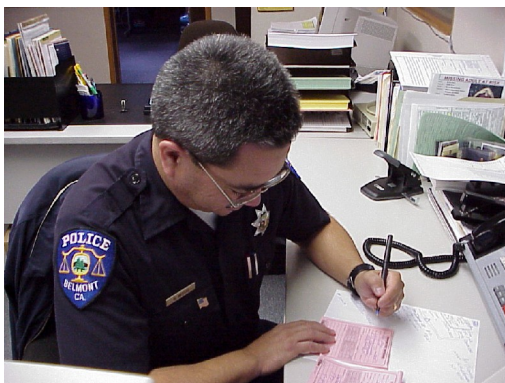
“Committed to our Community”





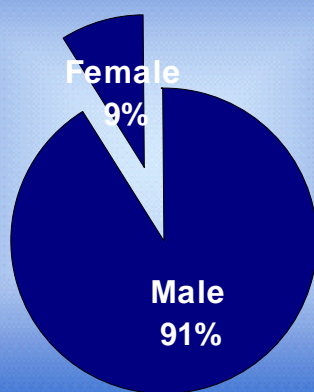
**Years of Service to the City of Belmont**  
**Average Years of Service Sworn Non-Personnel: 8.63**

| <b>Non-Sworn Employees</b> | <b>Years of Service as of 1/1/04</b> | <b>Title</b>                |
|----------------------------|--------------------------------------|-----------------------------|
| Lynn Hanlon                | 22.41                                | Administrative Assistant    |
| Kathy D. Joe               | 20.11                                | Police Training Coordinator |
| John Mattes                | 3.86                                 | Support Services Manager    |
| Gayla Olsen                | 7.76                                 | Community Service Officer   |
| David Asher                | 4.87                                 | Community Service Officer   |
| Jose Gonzalez              | 3.16                                 | Community Service Officer   |
| Harvey Mestas              | 12.86                                | Police Office Specialist    |
| Judy Pardini               | 3.08                                 | Police Office Specialist    |
| Robin Mechura              | 11.53                                | Police Dispatcher 2         |
| Mary Drake                 | 8.41                                 | Police Dispatcher 2         |
| Sabrina Chicas             | 4.18                                 | Police Dispatcher 2         |
| Dino Ferrari               | 1.37                                 | Police Dispatcher 1         |

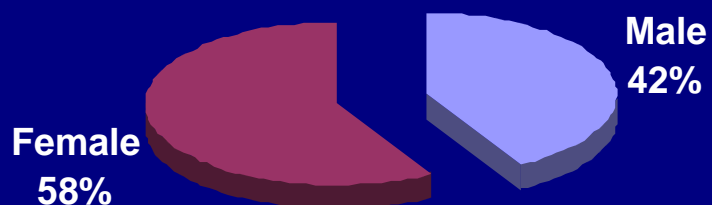


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### Sworn Profile



### Non-Sworn Profile



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## Operations Division

The Operations Division of the police department consists of the Patrol Section, and the Traffic Unit. Collectively, these two units make up the largest portion of the Department with a total of 23 officers (sworn) and 4 non-sworn employees. Captain Ed Wood is assigned as the Division Commander.



### Patrol

The Patrol Section consists of four Police Sergeants who are assigned as Watch Commanders. They are responsible for 23 Police Officers. Personnel are divided into four patrol teams which are responsible for providing uniformed patrol coverage in marked vehicles for the entire city twenty four hours a day, seven days a week, 365 days a year.

In addition to the patrol force, there are a number of special teams, units and collateral assignments, all of which are also managed by the Operational Division.

These include:

- Field Training Program
- Firearms Instructor
- S.W.A.T. Team
- K-9 Program
- Reserves
- Defensive Tactics Instructors
- Evidence Technicians
- Crisis Negotiations Unit (CNU)
- Chaplains
- Volunteers in Police Service (VIPS)

### Traffic Unit



The Traffic Unit is comprised of one Sergeant who has the collateral duty of being the Traffic Sergeant, two Police Officers who are assigned to motorcycles, and four (CSO's) who are assigned to parking enforcement and vehicle abatement. The Traffic Unit is the one unit of the department which has primary responsibility for the safety of motorists, bicyclists and pedestrians who use our city streets. The Traffic Unit utilizes education and directed enforcement to accomplish its mission.

Additionally, the Traffic Unit has primary responsibility for conducting investigations of major injury and fatal traffic accidents that may occur on city streets.





## Collateral Assignments

- *Field Training Program:* All new hires to the Police Department must successfully complete a structured field training program that is presented by experienced Field Training Officers (FTO's.) Currently three Police Officers serve as FTO's and one Sergeant has a collateral duty as the FTO supervisor. We currently have three FTO vacancies.
- *Defensive Tactics/Use of Force Instructors:* All Police Officers are required to maintain a level of competency with regard to the use of firearms, baton / nightsticks and physical arrest control techniques. Two Police Officers serve as department trainers who are responsible to insure that our personnel are properly trained in these areas.



- *Firearms Instructor:* All Police Officers are required to maintain a level of competency in the use of firearms. Four Police Officers serve as department trainers and are responsible to insure that our personnel are properly trained in these areas.
- *Evidence Technicians:* Evidence Techs are responsible for the collection and preservation of evidence from major crime scenes, and, who may be subject to after-hours call-out for very serious cases. Two Police Officers and one CSO are currently trained as Evidence Technicians.

- *SWAT Team:* We currently have one Sergeant assigned as the Administrative Liaison and two Police Officers assigned as SWAT Operators and they work as members of the San Mateo County Sheriff's Office SWAT. Members receive no special compensation for this collateral assignment, and selection as a team member is based upon a competitive process. With a responsibility for emergency response to barricaded suspect incidents, hostage incidents, high risk warrant services and other high risk incidents, the goal of the team is to manage and resolve critical incidents with a high degree of tactical precision and professionalism.



- *Crisis Negotiation Unit (CNU):* The Belmont Police Department has one Sergeant assigned as a CNU team member. Team members are specifically trained to communicate with hostage takers, barricaded suspects or others who may be in some sort of emotional distress and involved in a critical incident. The CNU works side by side with the SWAT Team. This is also an uncompensated collateral assignment and team members are selected after a rigorous interview process.

- *K-9 Program:* The Police Department currently has one police canine team assigned to the Patrol Division. The officers are selected following a competitive process and are paid extra for providing care and maintenance for their dogs. The canines, which are German Shepherds that have been imported by Whitmer-Tysen Imports and receive special training, live full-time with their assigned officers. The canines are used to enhance the capabilities of their partner officers by providing officer protection, apprehending suspects, conducting searches of suspects in buildings, and tracking suspects who have fled. Our Canine is also trained to search for and locate drugs.



- *Training:* The Belmont Police Department currently has a Police Training Coordinator assigned to training who is responsible for insuring that all department personnel are in compliance with statutorily mandated training requirements for their various positions and that appropriate records of the training are maintained. This is accomplished by making



arrangements for personnel to attend training that is presented by various entities locally or out of the area. The Training Coordinator is also the department's Court Liaison and is responsible for filing criminal cases with the San Mateo District Attorney's Office as well as civil court action in regards to DUI Cost Recovery.

## TRAINING 2003

- |  |  |
|--|--|
| ➤ Elder/Dependent Abuse  | ➤ Statutory Rape Update                  |
| ➤ Basic Traffic Accident Investigation                           | ➤ Tactical Commander                     |
| ➤ Legislative Update 2003  | ➤ Homicide Investigation                 |
| ➤ First Aid/CPR  | ➤ Gas Mask Fit Testing                   |
| ➤ Supervisors School   | ➤ Defensive Tactics Instructor           |
| ➤ Vehicle Operations/Skill Development Update                    | ➤ Management Course                      |
| ➤ Threat Assessment  | ➤ School Resource Officer Training (SRO) |
| ➤ Multi-Hazard Emergency   | ➤ Child Passenger Training               |
| ➤ Property Management  | ➤ Weapons of Mass Destruction (WMD)      |
| ➤ Basic Dispatch   | ➤ Advanced SWAT                          |
| ➤ Hazardous Material's Update                                    | ➤ FBI National Academy                   |
| ➤ Sexual Harassment  | ➤ Chemical Agents Train the Trainer      |
| ➤ Interview and Interrogations                                   | ➤ Domestic Violence First Responder      |
| ➤ Narcotics Detection (K-9)                                      | ➤ Volunteer Coordinator                  |
| ➤ Preparing the Dispatcher for Weapons of Mass Destruction (WMD) | ➤ DARE                                   |
| ➤ Role of the Police Chief                                       | ➤ Search Warrants                        |
| ➤ Sexual Assault   | ➤ Assertive Supervision                  |
| ➤ Robbery Investigation  | ➤ Executive Development                  |
| ➤ Internal Affairs   | ➤ Basic Motorcycle School                |
|  | ➤ Credit Card Fraud                      |
|  | ➤ Drug Abuse Recognition                 |

**2,853 TOTAL HOURS OF TRAINING**

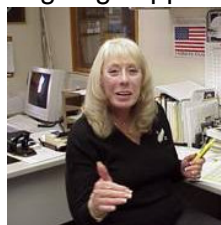
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- *Chaplains*: Comprised of 7 local ministers of all faiths who volunteer their time and take part in significant specialized training, the chaplains' counsel and support employees, victims and victims' families in times of crisis. They are on-call and available 24 / 7 for the Police Department, and they have proven to be critical and essential members of the organization.

- *Reserve Officers*: The Reserve Officers are intended to supplement traditional police services with citizens who essentially volunteer to serve as Police Officers with peace officer powers. While authorized for more, we currently only have one Reserve Officer. He provides regular support and assistance to the Police Department, and his service is greatly appreciated. The two other Reserve Officers are currently working as a Temporary Community Service Officer and as the Emergency Operation Coordinator.

- *Volunteers In Police Service (VIPS)*:

Comprised of approximately 11 volunteer community members, all of whom have completed internal training, the VIPS provide critical ongoing support to the Police Department in a number of areas



including support in the Investigations Unit, Patrol Division, Records Division, special event monitoring, and numerous other assignments.

To ensure that they perform in a professional capacity within their assignments, specialized training sessions are provided on an on-going basis. In the calendar year 2003 the VIPS volunteered over **three thousand two hundred hours** to the Belmont Police Department.



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The Belmont Police Department has three graduates of the FBI National Academy (FBINA.) Chief Greg Janke was a member of the 201<sup>st</sup> Session and A/Chief Don Mattei was a member of the 188<sup>th</sup> Session. Captain Ed Wood was a member of the 214<sup>th</sup> Session and graduated from the Academy in September 2003.

The FBI National Academy was created in 1935 by FBI Director J. Edgar Hoover, in cooperation with a committee of members of the International Association of Chiefs of Police. Originally known as the "Police Training School of the FBI," it taught law enforcement officials better methods to address crime problems and stressed cooperation, exchange of information, and education. This was and remains the mission of the FBI National Academy.

During its history, hundreds of FBI National Academy graduates have become recognized leaders in both American and International law enforcement. The participation and sharing of ideas by police officers from throughout the world created a unique environment of learning in 1935, which still exists. These enduring ideals have never been more crucial to the safety of our communities than they are today.

Presently, the FBI National Academy Associates, a dynamic organization of more than 36,000 law enforcement professionals representing nearly 100 countries, is one of the most recognized law enforcement networks in the world.



## **Administrative Services Division**

The Administrative Services Division of the Police Department consists of Communications, Records, Property and Evidence, School Resources, D.A.R.E and the Detective Bureau. Acting Captain Pat Halleran acts as the Division Commander. The Division is staffed by: one Detective Sergeant, one Detective, one Youth Services Detective and two School Resource Officers/D.A.R.E., one Support Services Manager, two Police Office Specialist, and five Public Safety Dispatchers.



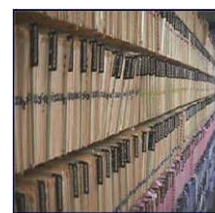
### **Communications**



Communications personnel are responsible for answering incoming emergency 9-1-1 lines, non-emergency business lines and several dedicated phone lines to various Law Enforcement agencies. Communications personnel dispatch all police calls for service, both emergency and non-emergency, within the City of Belmont. The Communications Center is equipped with state-of-the-art computers and Computer Aided Dispatch (CAD) capabilities allowing information to be transmitted to patrol units utilizing wireless computers within the vehicles.

### **Records**

The Records Section is staffed by two Police Office Specialists. Records personnel are responsible for records processing, data entry, filing and releasing of all police incident reports. They provide fingerprinting services to the public and process a variety of applications, permits, licenses and registrations. Records personnel are also responsible for maintaining warrants, staffing the front counter and answering all incoming non-emergency calls during regular business hours.



### **Property Room**

The Property Room is staffed by a Police Office Specialist as a collateral duty. The Police Office Specialist is responsible for booking and storage of all evidence, found property and safekeeping items, retrieval of evidence for court, recording 9-1-1 and dispatch tapes for court, making copies of audio / video tapes for court, tracking down owners of found property, disposal of property upon adjudication of cases and locating owners of releasable evidence.

### **Detective Bureau**



The Detective Bureau consists of one Acting Sergeant, one Detective, one School Resource Officer, and a D.A.R.E. Officer. The Acting Detective Sergeant and the Property Detective are given the primary responsibility for the investigation of property crimes. Property crimes include burglaries, larcenies and robberies. In addition to those theft-related crimes, these Detectives focus on narcotic violations, as individuals supporting a drug addiction commit many property crimes. They also investigate crimes against persons. These crimes include serious injury or battery cases, sexual assaults

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and child abuse. They may also be called upon to investigate robberies as they are considered to be a crime against person case.

Due to the on-call procedure set up to handle evening and weekend incidents which require immediate response by the Detective Bureau, a Detective could be assigned a critical investigation out of his primary responsibility in the Detective Bureau. Such crimes as homicides, shootings, serious injury assaults and sexual assaults are examples of those types of incidents.

With the frequency of sexual assaults reported to the Belmont Police Department, all Detectives will carry a sexual assault investigation as part of their caseload at one time or another. The vast majority of these reported assaults are best referred to as date or acquaintance rape.

### **Youth Services**

Youth Services is comprised of one Police Officer who is assigned as the School Resource Officer.

In an effort to keep our schools safe and address school related crimes, the Belmont Police Department and the Sequoia Unified School District partner to put Police Officers on our local high school campus. The School Resource Officer works closely with the schools to identify, prevent and investigate school-related crime. They work closely with school staff and students to help make the school a safe place for everyone.

### **D.A.R.E.**



In 2002, more than 50,000 trained law enforcement officers taught the D.A.R.E. program in all 50 states and the District of Columbia, including here in Belmont.

The D.A.R.E. delivery system is a unique and critical drug abuse prevention resource. The Belmont Police Department D.A.R.E. has been teaching this program since 1989.

Beginning with the next academic year, the D.A.R.E. program will be undergoing some updates and revisions. During 2003, Officer Bradley attended a D.A. R.E. training conference where he was taught the new D.A.R.E. Program and where he was certified to teach the new curriculum. Officer Bradley, Corporal McGuigan, and Officer Fegley are excited about the innovative changes the new curriculum will bring.

The new curriculum gives students the skills to make positive, quality-of-life decisions. It also discusses the conditions leading up to violent behavior, how to identify potentially violent situations, and some basic ways to avoid or defuse such situations. The curriculum focuses on developing and extending students' capacities to:

1. Understand the nature of risks associated with alcohol, drug tobacco, and inhalant use.
2. Examine and understand their own beliefs related to alcohol, drug, tobacco, and inhalant use and the consequences.
3. Communicate clearly and interact positively in social and interpersonal situations.
4. Develop and use assertiveness/refusal skills.
5. Recognize, defuse and avoid potentially violent situations. Make positive quality-of-life decisions.

## Major Crimes Summary...

*The following summaries represent some of the cases that were investigated during 2003.*

Sexual Assault: A 16 year old female forcibly raped by a 19 year old male while she was visiting at a friend's residence in Belmont. **Suspect Convicted**

Sexual Child Abuse: A 15 year old female sexually assaulted by a 27 year old friend of the family. **Suspect Convicted**

Bank Robbery: Trans Pacific National Bank robbed by lone suspect. Joint Belmont PD / FBI investigation led to identification of the suspect who was linked to numerous robberies across the state. **Suspect convicted on multiple counts of robbery**

Sexual Child Abuse: Thirteen year old victim was impregnated by her 20 year old boyfriend. Suspect confirmed to be the father after DNA analysis. **Suspect Convicted**

Missing Person: On Tuesday 08-12-03, at approximately 0901 hours, Bruce MacDuckston reported that his wife Nancy MacDuckston had not returned home the night before. It was learned that Nancy had gone to Davenport the day before and had left a note at her nursery school saying she had left for a one day vacation. Her vehicle was located on Highway 1 in Davenport next to a bluff later that day. **Investigation still open**

Sexual Child Abuse: The suspect told a doctor that he had been wrestling with a compulsion to look at his 14 year old step-daughter's breasts which led him to sneak into the girl's room and cut the strap of her nightshirt while she was sleeping. **Charges pending**

Homicide: Victim is found deceased on the bedroom floor inside of her home. Investigation determined that the victim had been killed by her boyfriend. The suspect committed suicide in Golden Gate Park. **Case Closed, suspect identified/deceased**

Sexual Assault: Victim sexually assaulted by an acquaintance at the suspect's residence. During the investigation, the victim became unwilling to cooperate with detectives. **Case closed; victim refused to prosecute**

Bank Robbery: An unknown male suspect entered the U.S. Bank and demanded money. The suspect fled the bank on foot, no weapon was seen and no threats were made. **Case still open**

Home Invasion Robbery: Three victims were held at gun point in the living room while the suspects ransacked the residence. The suspects pulled the phone cords out of the wall before leaving in an unknown vehicle. **Case still open, suspects are still outstanding**

Burglary/Assault: Upon arriving home, the victim confronted two burglary suspects, who were attempting to flee after burglarizing the residence. A fight took place; the suspects hit the victim in the head with a bottle and fled the scene. **Suspects convicted**

Armed Robbery: Three suspects approached two victims who were standing at a bus stop. One of the suspects produced a handgun and stuck it in the stomach of one of the victims. A second suspect used a knife and placed it against the other victim's throat. The suspects removed the victim's wallets and other personal property. Upon fleeing the scene, one of the suspects fired several shots in the air from his revolver. **Suspects convicted**



## Community Outreach...



Senior Safety Day



CERT

## Coffee with the COPS



zero TOLERANCE unbuckled kids



Child Internet Safety

## Child Internet Safety



Art & Wine Festival



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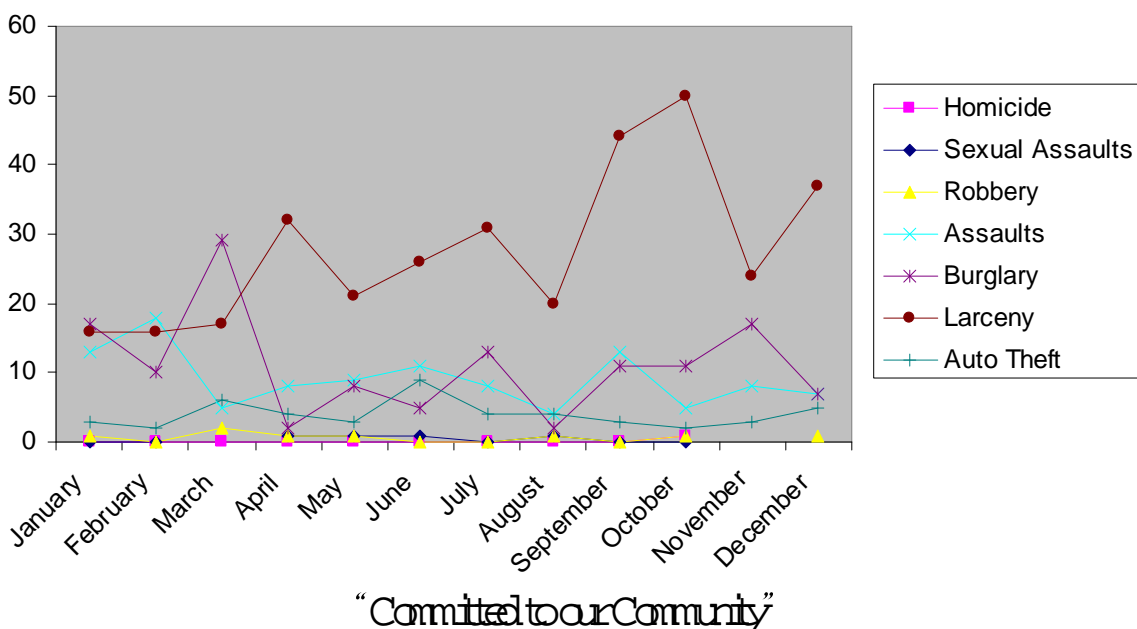
## Part One Crimes

In the 1920s, the International Association of Chiefs of Police (IACP) envisioned the need for statistics on crime in our Nation. As a result of this need, the Uniform Crime Reporting (UCR) Program was developed and the FBI began collecting data on seven offenses because of the seriousness and frequency of occurrence. These serious crimes (also known as Part 1 or Index crimes) are defined as violent and property crimes known to the police department. The violent crimes are homicide and non-negligent manslaughter, forcible rape, robbery and aggravated assault while those classified as property crimes include burglary, larceny-theft, and motor vehicle theft. Arson became the eighth Index Crime in 1978, but since the collection of state/national arson data is incomplete, arson has been excluded for this report.

### Part I Crimes

| Type of Crime   | 2002       | 2003       | Difference  |
|-----------------|------------|------------|-------------|
| Homicide        | 0          | 1          | 100%        |
| Sexual Assaults | 10         | 4          | -60%        |
| Robbery         | 10         | 8          | -20%        |
| Assaults        | 150        | 112        | -25%        |
| Burglary        | 199        | 131        | -34%        |
| Larceny *       | 225        | 330        | 47%         |
| Auto Theft      | 40         | 49         | 23%         |
| <b>TOTAL</b>    | <b>634</b> | <b>635</b> | <b>0.2%</b> |

\* Larceny Increase is due to new reporting requirements



### Part II Crimes

| Type of Crime             | 2002        | 2003        | Difference  |
|---------------------------|-------------|-------------|-------------|
| Curfew                    | 5           | 3           | -40%        |
| Disorderly Conduct        | 263         | 82          | -69%        |
| DUI                       | 39          | 38          | -3%         |
| Drunkenness               | 60          | 66          | 10%         |
| Embezzlement              | 2           | 2           | 0%          |
| Forgery & Counterfeiting  | 15          | 18          | 20%         |
| Fraud *                   | 5           | 29          | 480%        |
| Liquor Laws               | 9           | 1           | -89%        |
| Drug Abuse Violations     | 57          | 37          | -35%        |
| Offenses Against Children | 9           | 11          | 22%         |
| Other Assaults *          | 3           | 92          | 2967%       |
| Other Felonies            | 40          | 32          | -20%        |
| Other Misdemeanors        | 555         | 572         | 3%          |
| Sex Offenses              | 12          | 7           | -42%        |
| Stolen Property           | 6           | 5           | -17%        |
| Vandalism                 | 239         | 186         | -22%        |
| Weapons Violations        | 9           | 6           | -33%        |
| <b>TOTAL</b>              | <b>1328</b> | <b>1187</b> | <b>-11%</b> |

\* Fraud and Other Assaults increase is due to change in reporting requirements

### Adult Arrests

| Type         | 2002       | 2003       | Difference |
|--------------|------------|------------|------------|
| Male         | 336        | 335        | -0.3%      |
| Female       | 76         | 93         | 22%        |
| <b>TOTAL</b> | <b>412</b> | <b>428</b> | <b>4%</b>  |

### Juvenile Arrests

| Type         | 2002      | 2003      | Difference |
|--------------|-----------|-----------|------------|
| Male         | 58        | 70        | 21%        |
| Female       | 18        | 25        | 39%        |
| <b>TOTAL</b> | <b>76</b> | <b>95</b> | <b>25%</b> |

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### Records

| Type                  | 2002         | 2003         | Difference |
|-----------------------|--------------|--------------|------------|
| Crime Reports         | 1,263        | 1,364        | 8%         |
| Information Reports   | 1,113        | 1,085        | -3%        |
| Field Identifications | 33           | 93           | 182%       |
| Subpoenas Served      | 100          | 135          | 35%        |
| Vehicles Towed        | 154          | 114          | -26%       |
| <b>TOTAL</b>          | <b>2,263</b> | <b>2,677</b> | <b>1%</b>  |

### Accident Investigations

| Type                 | 2002       | 2003       | Difference |
|----------------------|------------|------------|------------|
| Injury Accidents     | 88         | 83         | -6%        |
| Non-Injury Accidents | 146        | 135        | -8%        |
| <b>TOTAL</b>         | <b>234</b> | <b>218</b> | <b>-7%</b> |

### Parking and Moving Citations

| Type              | 2002         | 2003         | Difference  |
|-------------------|--------------|--------------|-------------|
| Moving Citations  | 3,260        | 2,748        | -16%        |
| Parking Citations | 2,352        | 1,896        | -19%        |
| <b>TOTAL</b>      | <b>5,612</b> | <b>4,644</b> | <b>-17%</b> |

# ***Officer of the Year***

Clyde Hussey has been an employee with the Belmont Police Department since 1999. He began as a Community Service Officer (CSO) where he excelled in all aspects of the CSO position. Although Clyde is a rookie police officer he is extremely proactive in his patrol functions and has achieved quite a few significant arrests. He has located and recovered three occupied stolen vehicles, resulting in the arrest of all three drivers. Clyde also was able to turn a routine traffic stop into a substantial narcotics investigation leading to the arrest of the two occupants on charges of possession of narcotics for sales and the recovery of an ounce of methamphetamine.



Even when his own workload is high, Clyde is always willing to assist others. He is a team player and in the short amount of time as a police officer has gained the respect of his peers.

## ***Employee of the Year***

Kathy Joe has been in Law Enforcement with the Belmont Police Department since 1983. She has served as Police Training Coordinator & Court Liaison Officer since 1993. Kathy is instrumental acting as a risk manager when it relates to the department's training needs insuring all sworn employees are within the mandates as set by the Commission on Peace Officer Standards & Training. She also serves as our representative with the San Mateo County court system and District Attorney's Office to maintain a positive working relationship.



Kathy is professional in the finest sense of the word and has worked diligently to prepare and develop our employees to succeed in their jobs.

## ***Dispatcher of the Year***



Sabrina Chicas was hired by the Belmont Police Department in October 1999 as a Police Office Specialist. In May 2000, Sabrina was promoted to the position of Police Dispatcher. In May 2003 there was a six-alarm fire at one of our retirement homes with over 150 senior residents. Sabrina did an excellent job coordinating police to assist fire plus handling the influx of emergency calls associated with this call. Sabrina demonstrated how well she works under pressure during this event and takes ownership of her duties and is always a conscientious employee. Sabrina is a conscientious, hard working, dedicated employee.



### **Lions Club Award 2003**

| <b>Service Award</b> | <b>Heroism Award<br/>(Bonnie Brae Fire)</b>   |
|----------------------|---|
| Officer Clyde Hussey | Sergeant John Conforti<br>Corporal Elizabeth Ritter<br>Officer Mike Chicas<br>Officer Rich Wheaton<br>Officer Mike Thompson |

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